



# KAPUNDA

High School

## KAPUNDA HIGH SCHOOL ANTI-BULLYING POLICY

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### ***PURPOSE:***

We are committed to having a safe, supportive and respectful teaching and learning environment that promotes learning success and wellbeing.

Therefore, Kapunda High School will establish a school culture where positive social interaction is explicitly developed through programmes that build resilience, emotional intelligence and growth mindsets.

As such, Kapunda High School is strongly opposed to, and will not tolerate any form of bullying and harassment.

We will adhere to the guidelines of this policy in order to promote a safe, healthy, caring learning environment.

### ***GUIDING PRINCIPLES:***

This policy:

- Affirms the rights of all members of the school community to feel safe and be safe at school.
- Acknowledges that being safe and supported at school is essential for wellbeing and effective learning.
- Encourages the active participation of all school community members in developing and maintaining a safe school community where diversity is valued.
- Actively supports young people to develop understanding and skills to keep themselves and others safe.

## ***DEFINITION OF BULLYING:***

A person is bullied when they are exposed, deliberately and repeatedly to negative words or actions - often on the grounds of 'difference'. These differences can be related to culture, ethnic origin, gender, sexuality, sexual orientation, ability or disability, religion, body size and physical appearance, personality, age or economic status.

Bullying is where the following elements are evident:

- It is repeated and deliberate. *Repeated* means that it is of an ongoing nature while *deliberate* refers to the intent to cause distress or embarrassment.
- When, taking account of all the circumstances, it would be expected that the person would feel victimised, humiliated, undermined or threatened - creating a risk to the emotional, mental or physical health or safety of the person.

## ***EXAMPLES OF BULLYING MAY INCLUDE:***

*Physical:* hitting, pushing, touching, grabbing, gestures, spitting, taking or damaging property.

*Verbal or written:* spoken or written insults, threats, suggestive comments, name-calling, unfair criticism, spreading rumours.

*Cyber:* using social networking sites, e-mail, voice and text messaging, photographic and video images in a way that demeans, hurts or embarrasses others.

*Social:* excluding from groups, influencing, encouraging or organising someone else to be involved in any type of bullying.

## ***SIGNS OF BULLYING MAY INCLUDE:***

### **Emotional and behavioural signs**

- Changes in sleep or eating patterns.
- Mood swings.

- Feels ill in the morning.
- Becomes withdrawn or starts stammering.
- Becomes aggressive and unreasonable.
- Attention-seeking behaviour.

### **Physical signs**

- Has unexplained bruises, cuts, scratches.
- Comes home with missing or damaged belongings or clothes.
- Comes home hungry.

### **School signs**

- Doesn't want to go to school.
- Doesn't want to go to school on the bus or frightened of walking to school.
- School grades begin to fall.
- Lack quality friendships with peers and teachers at school.

### **Other signs**

Sometimes bullying can be less obvious. The signs include:

- Often alone or excluded from friendship groups at school.
- A frequent target for teasing, mimicking or ridicule at school.
- Unable to speak up in class and appears insecure or frightened.

### ***RESPONDING TO BULLYING AT KAPUNDA HIGH SCHOOL:***

Schools exist in a society where incidents of bullying behaviour may occur. Preventing and responding to bullying behaviour is a shared responsibility of all staff, students, parents, caregivers and members of the wider Kapunda High School community.

## **Responsibilities**

### **Kapunda High School's Senior Leadership Team will:**

- Promote, maintain and review our bullying policy and procedures.
- Actively follow up incidents.
- Communicate effectively with the parents/caregivers of both victims and perpetrators of serious or on-going bullying.
- Communicate effectively with school staff concerning incidents of bullying.
- Maintain appropriate documentation of bullying incidents.
- Report incidents of a serious nature to SAPOL.
- Report bullying and serious violence statistics to Governing Council.
- Support all students' wellbeing in a proactive and planned manner through the use of a range of internal and external resources and programmes.

### **Staff will:**

- Be familiar with and follow the school's bullying policy and procedures.
- Be observant for signs of bullying.
- Be available to listen and act upon reports of bullying.
- Treat all reports of bullying seriously.
- Document identified bullying incidents.
- Refer to members of the leadership team if appropriate.

### **Parents/Caregivers should:**

- Support and encourage their children to not engage in bullying behaviour - either as an instigator or in retaliation.
- Listen to their children.
- Support and encourage their children to use the recommended strategies to deal with and report bullying.
- Contact the school and find out if the school is aware of the bullying and what has been done to address the situation.

- Communicate in a calm and respectful manner with school staff regarding any concerns.
- Not take matters into their own hands by confronting another student or using social media to 'out' the bully.

**Students who are bullied should:**

- Communicate as soon as possible after the event - either face to face or in a written form, with an adult they trust e.g. staff member or parent.
- Report incident as soon as they are able to do so safely.
- Make use of the 'pink' reporting form to document what has been occurring.
- Have an expectation they will be believed, the matter investigated and feedback given.

**Students who witness bullying (bystanders) should:**

- Not encourage the bully through their presence or actions.
- Tell the bully/bullies to stop if they feel able.
- Encourage the victim to safely leave the situation by walking away with them.
- Support the victim to seek teacher assistance or report the bullying themselves.

***PREVENTION AND INTERVENTION***

**Information:**

Kapunda High School advises all members of the school community about the bullying policy at the beginning of each year through year level presentations and newsletter articles. A copy of the policy is also on the school website and in the school diary.

**Prevention:**

Kapunda High School is committed to offering on-going awareness raising sessions for all members of the school community.

Additionally, a range of programs for individual students, small groups and other groups that deal with pro-active strategies to manage to improve relationships, manage conflict and develop resilience will also be offered.

**Intervention:**

While all incidents are different, the attached flow chart shows the steps that are generally taken when an incident is reported.

It is important to recognise that in responding to concerns, the issues, limitations and experiences of all stakeholders will be considered to ensure that the response is suitable for the individual.

Victims will be offered short or long term counselling/case management with the use of external or internal resources and information as required.

If bullying is ongoing, high level or involves serious violence, parents/caregivers will be contacted and consequences implemented consistent with the School Behaviour Code.

**OTHER RELATED DEFINITIONS:**

To help understand the difference between bullying and other important issues, the following definitions are provided.

**Conflict**

Conflict involves a serious disagreement or argument between two or more people and can re-occur over time. The behaviours are often similar to bullying but involve negative words and actions from both sides.

**Violence**

Violence is the intentional use of physical force or power, threatened or actual, against another person/s that results in psychological harm, injury or in some cases death. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

**Sexual harassment**

Sexual harassment is unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated. Sexual harassment can be a single incident, repeated or continuous, direct or indirect, and take various forms, including unwelcome touching, suggestive comments or jokes; sexually explicit pictures or messages, requests for sex, inappropriate and intrusive personal questions about a person's private life or their body, etc.